

POLICY IMPLEMENTATION DOCUMENT

ANTI-DISCRIMINATION

Discrimination can be in the form of direct or indirect discrimination, harassment and/or vilification and incorporates issues relating to:

- Aboriginal education
- Child protection
- Gender Equity
- HIV / AIDS education
- Multicultural programs
- Special Education

At Kariong Mountains High School, we will ensure that all school policies, procedures and practices are nondiscriminatory. All school resources and curriculum materials will be carefully selected to ensure they meet these standards. We believe that all students are entitled to participate in a system that is free from racism and prejudice.

All community members (students, parents and staff) will be made aware of the complaints procedures at the beginning of each year and have access to them via the Anti-Racism Contact Officer or the Principal. The Contact Officer is available at all times to attend to grievances.

Any breaches of the Anti Discrimination policy should be recorded on the appropriate software program and immediately reported to the Contact Officer who will then follow up, raising the issue at the appropriate forums.

ANTI-RACISM GRIEVANCE PROCEDURES

STEP 1: Making a Complaint

Complaints can be made by teacher, by student, by student or teacher on behalf of another person.

Contact Officer will:

- obtain details
- inform person(s) of process and rights

STEP 2: Investigating the Complaint

Senior Officer and Contact Officer will:

- interview both parties
- seek resolution
- write a report and recommend action

STEP 3: Making a Decision

Senior Officer will:

- decide on action and inform both parties
- inform parents of students
- inform both parties of right to appeal

STEP 4: Appeal

Principal will:

- review material
- discuss with person appealing
- attempt resolution
- decide on action and inform both parties